Our New Tentative Agreement: Some Compromises, Many Victories

After nearly eight months of bargaining and nearly a year of escalating pressure on the employer by nurses and our community, our ONA bargaining team is excited to share details of our new tentative agreement.

We’ve achieved huge victories spanning some 23 sections of our contract, including better accountability measures around safe and appropriate staffing, improvements to scheduling and differentials, and regular cost-of-living adjustments that will help keep our community affordable for nurses and their families.

Before voting, nurses are encouraged to review ALL of the areas in which we’ve made changes to the agreement. This is a package deal, and as such, ONA members will be asked to give it a simple up or down vote.

As is always the case in negotiations, we didn’t win everything we set out for. From the very start, it was clear to our ONA team that the employer was dead set on forcing nurses to accept a 5 percent shift in the cost of our health premiums. Our ONA team fought hard against this, but our leverage was limited, as this cost shift has already been implemented for other employees in the system.

That said, we did manage to delay the cost shift until 2021. Our hope is that this delay, in addition to the cost-of-living adjustments we’ve won, will give

Vote to ratify our Tentative Agreement

Opens: Monday, Jan. 21 at 12:01 a.m.
Closes: Friday, Jan. 25 at noon
A link will be emailed to ONA members when the vote opens.

Only ONA members in good standing are eligible to vote, per our bargaining unit bylaws. If you are unsure of your status or would like to become a member, call ONA’s member services department: (503) 293-0011, or contact

2019 ONA NURSE LOBBY DAY

Tuesday, Feb. 5, 2019, Salem, OR

Join hundreds of nurses and nursing students at the State Capitol in Salem. ONA will provide resources, materials and training to all attendees. First-time participants are welcome.

Visit www.OregonRN.org to learn more and register
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nurses a head start on preparing for the increase.

Other victories related to health insurance include:

- An option for nurses to participate in a new low cost pilot health benefit plan, the Select PPO, starting in 2019;
- The establishment of a Medical Benefits Advisory Committee, which will meet quarterly to review and provide recommendations on plan design and cost controls, including the prescription drug program, premiums, co-pays, and inpatient and outpatient benefits under the plan.

The creation of this Medical Benefits Advisory Committee is huge - and something we’ve been fighting for many years. ONA will be able to appoint up to two RNs to sit on this committee, and a discussion about gaps in pediatric coverage will be on the agenda for the first meeting of this committee.

Until more employees within the St. Charles system are unionized and have an equal voice in decision making, our leverage to significantly influence issues like these will be challenged.

Related to staffing and shared governance - we have won equal representation for ONA nurses across ALL shared governance committees within the hospital. This is an enormous victory, and represents an opportunity for us to truly balance the scales of power for nurses at St. Charles going forward.

Over the life of the four-and-a-half year agreement, nurses will see cost-of-living (COLA) adjustments totaling between 11.5 and 12.6 percent (the COLAs in 2021 will be linked to the All-Cities CPI-W). These increases are scheduled to occur at six-month intervals.

The new COLA scale (which is on top of regular step increases), will be as follows:

<table>
<thead>
<tr>
<th>Date</th>
<th>COLA Adjustment</th>
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</thead>
<tbody>
<tr>
<td>Feb. 1, 2019</td>
<td>1 percent (not retroactive to 2018)</td>
</tr>
<tr>
<td>July 1, 2019</td>
<td>2 percent</td>
</tr>
<tr>
<td>Jan. 1, 2020</td>
<td>1 percent</td>
</tr>
<tr>
<td>July 1, 2020</td>
<td>1 percent</td>
</tr>
<tr>
<td>Jan. 1, 2021</td>
<td>CPI adjustment based on 30-month lookback period (between 1.5 and 2 percent)</td>
</tr>
<tr>
<td>July 1, 2021</td>
<td>CPI adjustment based on 30-month lookback period (between 1.5 and 2 percent)</td>
</tr>
<tr>
<td>Jan. 1, 2022</td>
<td>1.5 percent</td>
</tr>
<tr>
<td>July 1, 2022</td>
<td>1.5 percent</td>
</tr>
</tbody>
</table>

Beginning Monday, Jan. 21, ONA members will have an opportunity to vote electronically on whether to ratify this new tentative agreement. Voting will close on Friday, Jan. 25 at noon.

Our ONA bargaining team recommends nurses vote YES to approve the tentative agreement. Once approved, the new agreement will immediately take effect.

CLICK HERE to read a summary of the tentative agreement.

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2019 BARGAINING UNIT LEADERSHIP CONFERENCE

April 10-11, 2019 in Portland, OR

Learn how to develop and cultivate your voice in your workplace at ONA’s Bargaining Unit Leadership Conference, April 10-11, 2019 at the Portland Hilton in downtown Portland. Discover how to build power and create a community of committed advocates to lead changes in your workplace. Register today to save your space at the conference!

www.OregonRN.org/event/2019BUCon
All Labor Has Dignity: Rev. Martin Luther King, Jr. and the Memphis Sanitation Workers’ Strike

“Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.”
-Rev. Martin Luther King, Jr. (1963)

On Monday Jan. 21, we honor Reverend Martin Luther King, Jr. for his legacy as a civil rights leader and advocate for racial equity. What many people don’t realize is that Dr. King was also a champion for labor unions and the rights of workers.

At the time of his assassination in February of 1968, Rev. King was visiting Memphis to support striking city sanitation workers. The workers, who were predominately black, had endured years of abuse - including meager pay (between $1.60 and $1.90/hour), unpaid overtime, and hazardous working conditions that resulted in the deaths of two workers, Echol Cole and Robert Walker, who were crushed in a garbage compactor while working their route. The workers struck, in part, to pressure the city to recognize their union, which they had been organizing since 1960.

This Martin Luther King, Jr. holiday, as we reflect on the amazing work we’ve done to build our strength as a union, let us also remember the important role unions have and continue to play in addressing injustice everywhere; in the workplace, in the economy, and in our society.

To learn more about Rev. Martin Luther King, Jr. and his work in the labor movement (including the Memphis sanitation workers strike), visit: https://www.psc-cuny.org/clarion/april-2011/martin-luther-king-and-union-rights

Central Oregon Women’s March: Solidarity Action

We'll be meeting at a nearby coffee shop just before the event, and will walk to the starting point of the march together. Wear your ONA green scrubs. We'll bring an ONA banner with us to carry.

Here’s some info about the event from the Central Oregon Women’s March event organizers:

"For the past two years an inclusive community of local partnerships has come together as the Central Oregon Women’s March to advance the equity of women. We march in solidarity with millions of others around the world to support and recognize women’s equality in all aspects of life and livelihood. We recognize that women’s voices must be heard and honored. We are an inclusive, respectful group that does not tolerate actions of hate, and we welcome all who share our values to march together in support of women everywhere."

"All people from all faiths, gender identities, races, and economic backgrounds are welcome to march with us in support of the above ideals. We march in support of women everywhere."
Don’t Miss Important ONA Emails

ONA wants to make sure all members receive timely communications, ensuring you have the most up-to-date information on your contract, bargaining issues, upcoming votes, nursing research, practice issues and workplace policies. If you are not receiving ONA emails, we can help.

First, check to make sure ONA emails are not being filtered into a junk, spam or clutter folder. Many email providers, like Comcast, Yahoo and Gmail, have built in Spam/Junk filters or blockers. The filters are intended to prevent you from getting junk mail or spam, but can unintentionally block emails you want to receive. If ONA emails are in one of these folders, flag them as “not junk” and add News@OregonRN.org to your safe sender list.

If there are no ONA emails in those folders and you still aren’t receiving ONA emails, there are various causes listed to the right.

You can fix most problems by simply emailing ONA at News@OregonRN.org with your name, personal email address and the name of the facility you work at in the body of the email.

We will update our records to ensure you don’t miss future ONA emails.

Common Reasons for Not Receiving ONA Emails

1. **Mislabeled:** Emails from ONA are being flagged as junk or spam by your email service provider.
2. **No Email:** ONA does not have an email on file for you.
3. **Bad Email:** ONA has an incorrect or outdated email on file.
4. **Blocked:** Due to several failed delivery attempts, our system has stopped attempting to send emails to your email address.
5. **Opted Out:** You have opted out of receiving emails.
6. **Work Email Filters:** Some health care systems filter out ONA emails so nurses don’t receive ONA-related emails. This is why we encourage nurses to use their personal email addresses instead of work emails.

Fixing Problems to Receive ONA Emails

1. **Check your junk/spam/clutter folder for ONA emails:** Flag ONA emails as “not junk/spam” and add News@OregonRN.org to your safe sender list.
2. **Email ONA:** To fix reasons 2-6, simply email ONA at News@OregonRN.org, and include your name, personal email and facility you work at in the body of the email.